

## Stimulate Growth in your Senior People

### Executive Coaching and Senior Manager Development



**Senior people are already successful and yet still have development needs like everyone else. Many need one-to-one programmes tailored to address their specific requirements, others improve in a more structured environment alongside their peers. We can provide tailored interventions, particularly where the senior person's needs are rooted in their gaining more through people.**

#### We can help them understand organisational growth and regeneration...

- Predict organisational growth and difficulty
- Overcome obstacles to growth and improvement
- Stimulate creativity and innovation
- Avoid organisational decline
- Recognise the difference between cause and effect within the organisation

#### We can equip them to manage competent people...

- Step up to the GM role
- Avoid the 'Peter's Principle' trap
- Deal with 'the problem, not how they feel about the problem'
- Run productive senior meetings
- Read people - as skilfully as they read a balance sheet

#### We can introduce a 'senior perspective' on performance management...

- Manage performance, not work
- Configure the organisation for managed performance
- Appraise senior people effectively
- Achieve a balanced scorecard in their own performance
- Get 5% more from everyone's time

#### We can help them to recognise 'Executive blind spots' and move the organisation forward...

- Establish effective culture
- Appreciate blockages to creativity and innovation
- Stimulate people to succeed
- Identify the 'Pareto' in everything

#### Talented people just love to grow...



insight  
infocus  
intouch  
inquestion  
inquire